

**Asheville Police Department**  
**Workload Analysis, New Patrol Schedule, and New District and Beat System**

Workload Analysis

- Workload Analysis is designed to determine average available hours per patrol officer and compare this to calls for service and Community Oriented Policing (COP) Time.
- The Department designed the workload analysis to create two hours of COP time for every hour of obligated time.
- Each officer is available for 1,477 hours each year.
- Obligated hours– 60,905 + COP hours – 121,810 = 182,715 total hours required for Patrol in 2004/2005.
- 182,715 divided by 1,477 = 124 Officers needed to staff the Patrol Division.

Why Develop a New Schedule

- To match personnel Resources with demands for police services.
- Old schedule did not meet demands with 4 On and 4 Off.
- Half the patrol workforce was off every day.
- 29 Percent of scheduled officers were off due to sick, vacation, training, etc.

New Schedule

- New schedule is a 4/10 plan with 3 days off.
- Day and evening shifts provide even coverage
- Night shift officers provide peak coverage on Friday and Saturday nights.

Benefits of the New Schedule

- Officers Assigned to Beats = Ownership.
- 2 to 1 Ratio with Beats = Community Oriented Policing time.
- More officer working during peak activity times = more efficient dispatch and increased officer safety.
- New schedule reduces Blackout by 20 percent. Blackout is when all officers are assigned to a call and one more call is received
- The Old Schedule of 4 On, 4 Off would require 5 additional officers to reduce Blackout by 20 percent.

### New Districts and Beats

- Analysis supported reducing number of Districts from 5 to 3.
- Fewer Districts improves supervision.
- With 5 Districts officers patrolled entire district as compared to 3 Districts with Beats, officers have smaller geographical area to patrol and ownership of their beat.
- Blackout is reduced by another 20 percent.

### Summary – Better Efficiency and Service

- Reducing the Number of Districts combined with the New Schedule, decreases Blackout by 40 percent.
- This is equivalent to 10 full time officers.
- For every 5 previous instances of Blackout, there will now be only 3.
- Beats create focused officer ownership and with the 2 to 1 Ratio staffing, more time is devoted to Community Oriented Policing.
- When the Department is more fully staffed the Workload Analysis, New Schedule, and New District and Beats will create more Police Presence during Peak Activity, Faster Response Time, Increased Officer Safety, and more Customer Service.